

Biomedical Sciences Corps

Spread the Word Briefing

**BSC Utilization & Education Branch
HQ Air Force Personnel Center
Randolph AFB, Texas
August 2005**



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Overview

- **Force Development**
- **Assignments**
- **OPD & Mentorship**
- **Boards, Records, & Promotions**
- **Professional Military Education**
- **Questions/Discussion**

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BSC Vision & Mission

Biomedical Sciences Corps Vision

**BSCs ... Diversity united in one mission,
one voice, one corps**

Biomedical Sciences Corps Mission

**Enhance AF/AFMS mission-effectiveness by
providing world-class customer service and
scientific expertise...resulting in peak force
performance/productivity and a healthy
beneficiary population**

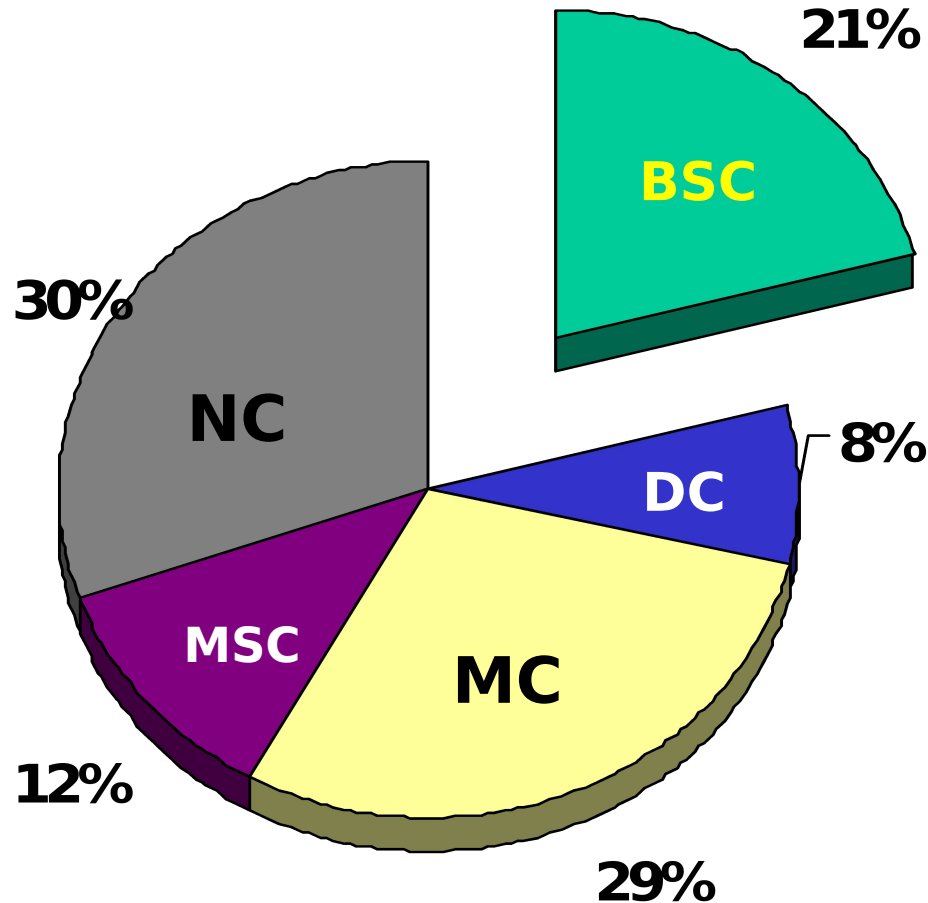
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AFMS Organization

As of July 2005



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Force Development

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Force Development

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Doctrine

- **Development** - a series of experiences and challenges, combined with education and training, to produce AF leadership
 - **Tactical level Development** - gaining knowledge and experience in primary skill, combined with educational and leadership training experiences
 - **Operational level Development** - continued widening of experience and increased responsibility within a related family of skills
 - **Strategic level Development** - gain breadth of experience and leadership perspective (skill pairings, educational opportunities and training, joint, inter-government, business and international views)

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Force Development

The Construct



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Assignments

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Assignment Officers

- 42 F Podiatrists
- 42 G Physician Assistants
- 43 A Aerospace Physiologists
- 43 M Entomologists
- 43 P Pharmacists

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- 42 B/T Phys/Occ Therapists
- 42 E Optometrists
- 42 N Audiologists
- 43 D Dieticians
- 43 H Public Health Officers
- 43 T Lab Officers

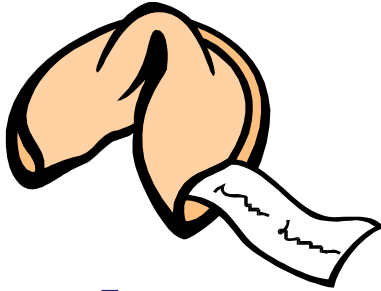
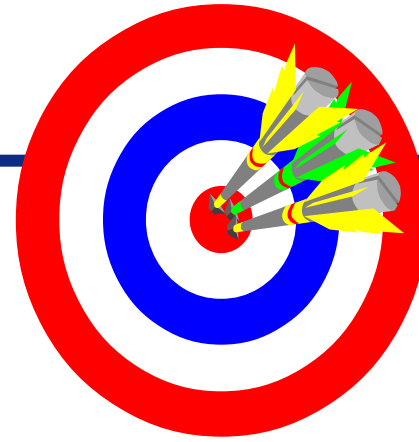
Major Kirk
Stocker

Major Laurie Hobbs

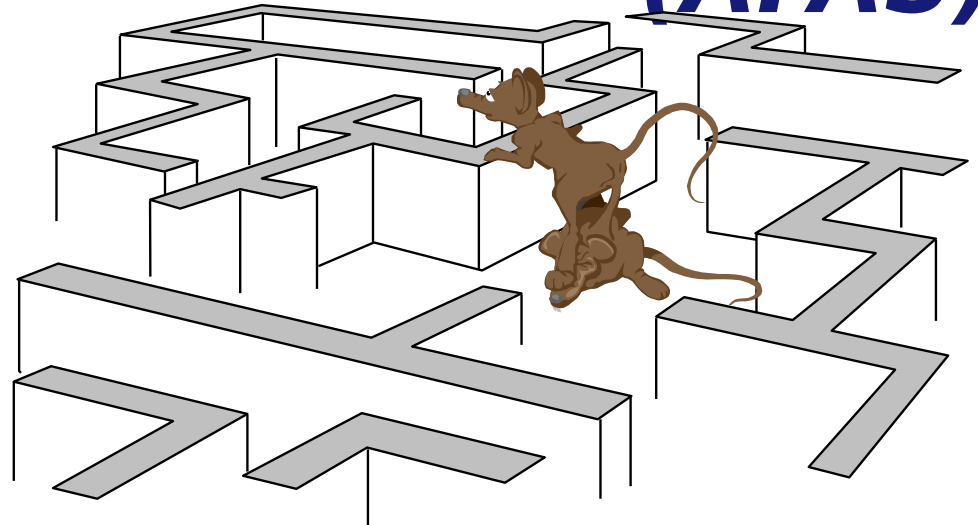
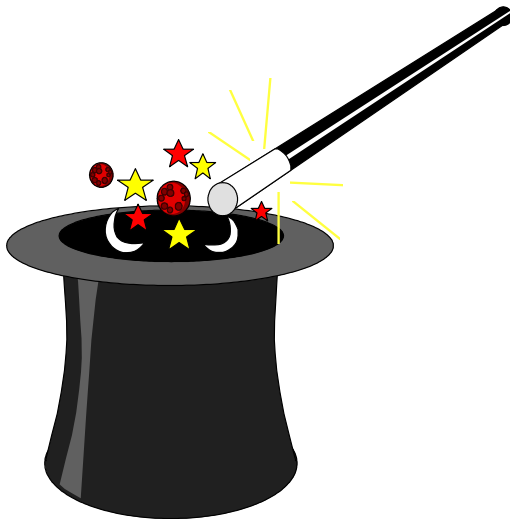
- 42 S Social Workers
 - 42 P Psychologists
 - 43 E Bioenvironmental Engineers
 - 43 Y Health Physicists
-



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Air Force Assignment System (AFAS)

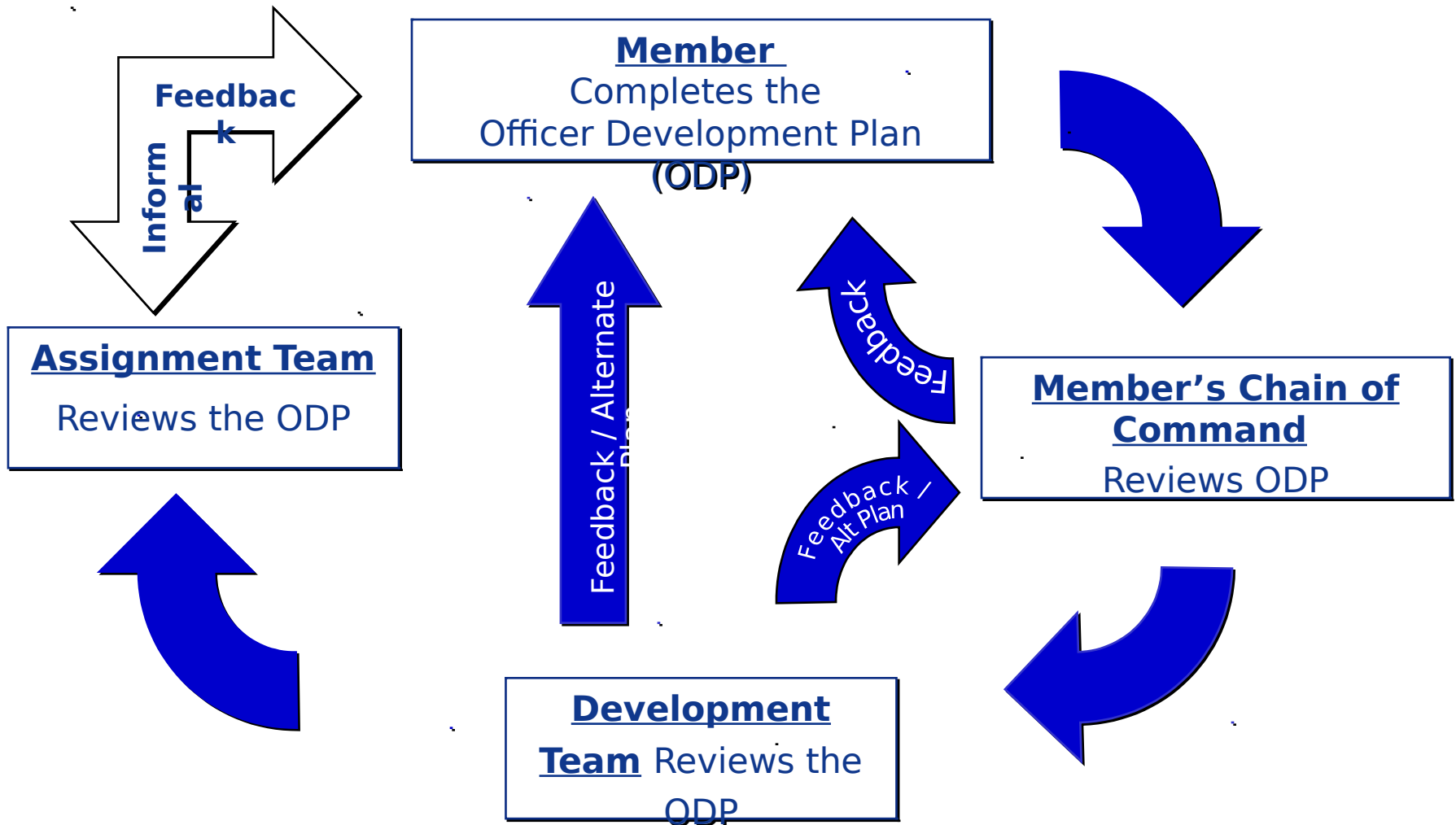


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ODP Process

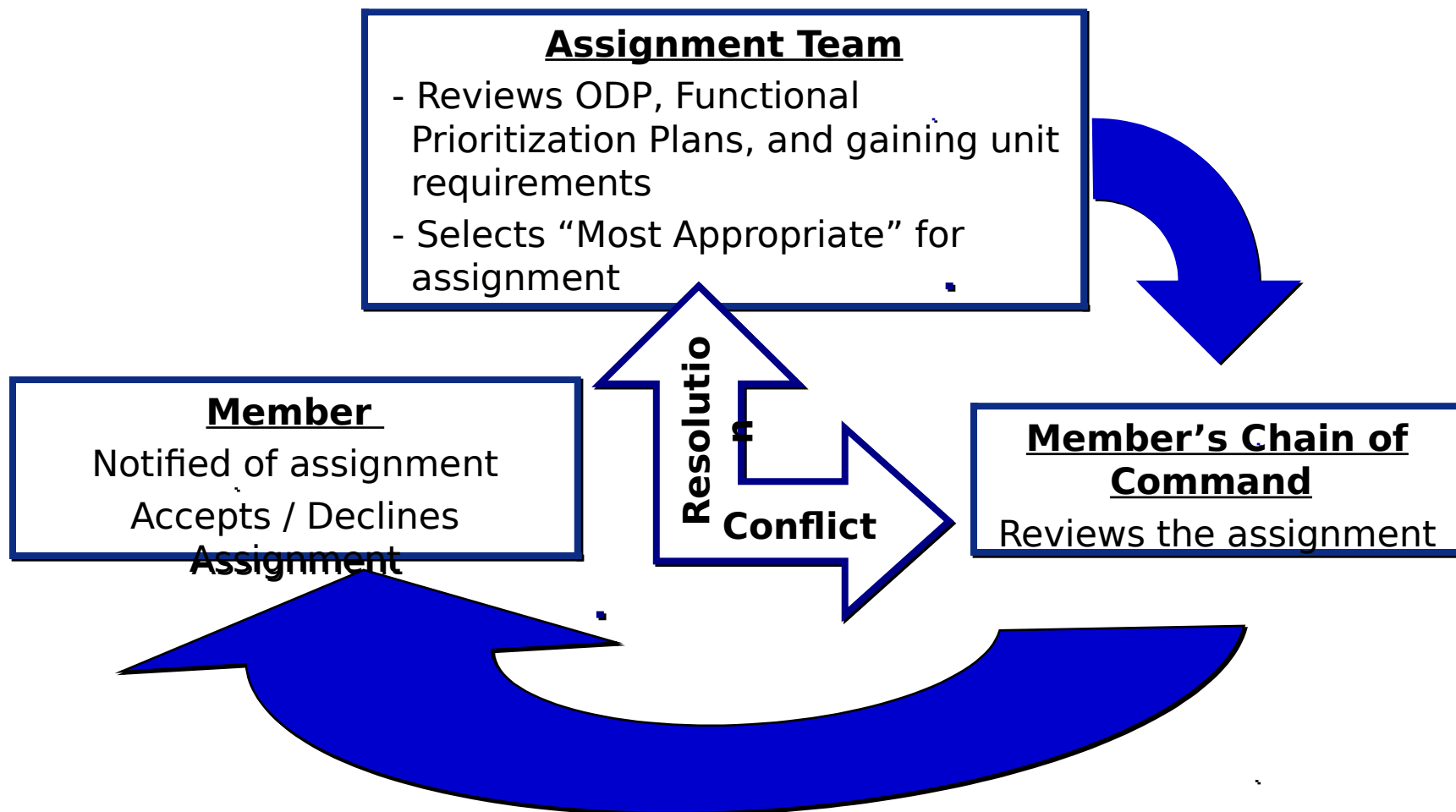


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Developmental Assignment Process



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Assignment Thoughts

- **The ODP is a developmental game plan rather than just a specific job preference**
- **Development Teams determine **vectors****
 - **Focus on individual and career field development**
 - **Involved in special selection processes**
- **Assignment Teams (ATs) make assignments**
 - **Focus on individual and mission needs**
 - **Resolve conflicts between DT vectors, the officer/ chain of command inputs, and mission needs**

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Assignment Cycle Timelines

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Cycle	VML	PRD (Vacancies)	T-ODP due	Matches Made	RNTLD
Spring	Aug 2005	Aug 2005	Sep 2005	Sep - Oct 2005	Feb-May 2006
Summer	Nov 2005	Dec 2005	Jan 2006	Jan-Mar 2006	Jun-Sep 2006
Fall	Apr 2006	Apr 2006	May 2006	May - Jul 2006	Oct 06 to Jan 07

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Authorizations/ Requirements Display

- **Planning tools available thru AMS Web**
(www.afpc.randolph.af.mil)
- **Authorizations - displays current funded positions**
 - **AFSC / Location / Grade / Level**
- **Requirements - displays potential assignment vacancies for a specific assignment cycle**
 - **Updated by AOs/OAT**
 - **Exceptions: “Boarded” Assignments (PME, CC), Short Notice Requirements, Internal Fills**



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“T-ODP”

- **Communication Tool**
- **Formalizes Commander Involvement**
 - **Officer Preferences / CC Recommendation**
 - **Promotes Realistic Planning / Expectations**
 - **Creates Assignment Preference Database**
 - **Narrative Section**
 - **Development Team Reviews**
- **Transmitted Electronically**
- **Mandatory For All Officers Below O-6**
 - **Assignment matching WILL start with or without a T-ODP - it's your chance to voice your preferences**

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T-ODP Do's

- **List background and experience**
- **List your “dream” assignment**
- **List realistic choices and be flexible!**
- **Focus on career progression (types of jobs, how they fit into your career plan) not specific jobs**
- **Explain unique situations: family, timing, school, etc**
- **Let your T-ODP “do the talking”**
- **Follow up with your commander**

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T-ODP Don'ts

- **DON'T give only one preference or repeat the same preferences for duty title and location**
 - **If it doesn't work out, we're making a blind guess**
- **DON'T “apply” for a specific requirement**
 - **Even if you know about the job, such comments don't help us make “best match” determination; you can, however, note organizations of interest**
- **DON'T leave the comments section blank**
- **DON'T submit the T-ODP late - you may miss out on first round of matching!**

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Career Broadening Assignments

- 49X – AFMS positions not restricted to particular Corps
 - <http://afpc.randolph.af.mil/medical>
 - Multi-Corps Opportunities
 - Air Staff, Health Promotions, Recruiting, Information Management, etc
 - ***Must be released by AFPC prior to being considered***

**Remember, medical officers only fill
medical career broadening positions**



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Assignment Eligibility Criteria

- **Eligibility for Overseas Tour:**
 - **2 years Time On Station**
 - **End of Controlled Tour**
 - **Validated Surplus**

- **Eligibility for CONUS Move:**
 - **3 years Time On Station**
 - **End of Controlled Tour**
 - **Validated Surplus**



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Rules for Join Spouse Moves

- **CONUS: If separated - 1 yr TOS needed to join spouse**
- **CONUS: If together - one must move for operational reason, other can apply for join spouse assignment**
- **OCONUS: If move separately, each must complete full accompanied tour length**
- **No guarantees: AF needs are primary consideration AO for couples attempt to match timing, base, etc.**
- **Must be **registered** at local Military Personnel Flight as a join spouse**



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Air Force Assignment System



- **COT, IPCOT and DEROS Extensions: Case-by-case basis with MAJCOM endorsement**



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ASSIGNMENT GUIDELINES

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- AFPC's goal - the right person in the right job at the right time

- We are already spending from the FY06 PCS budget
 - Enforce strict TOS requirements
 - Tolerate vacancies where/when possible.
 - Discussions include abandoning the VML and encouraging 4 or more years TOS
 - VML deletion test is currently underway in certain career fields

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ASSIGNMENT GUIDELINES

- **Increasing costs and move frequency are receiving high-level attention**

- **New accession** **\$5,700**
- **Training (>20 weeks)** **\$9,900**
- **Operational** **\$10,300**
- **Rotational** **\$18,200**

- **FY01, there were 14,300 officer moves**
- **FY04, there were 17,850 officer moves**



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Oh, by the way...

- **Assignment possibilities are “DISCUSSED” with the Consultant/Associate Chief for your AFSC**
- **Don’t expect to homestead anywhere (CONUS or Overseas)**
- **It is your responsibility to ensure your information is correct**



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Assignment Selection

You do NOT have an assignment until you receive a RIP from the MPF



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Officer Professional Development and Mentorship

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Whether You Agree or Not...

- **Do Your PME**
- **Get a Master's (if you don't have the equivalent)**
- **Obtain Board Certification, if appropriate**
- **Be Certain to Broaden Your Leadership Experiences**
- **Talk to Your Rater About Your Goals--and OPR Recs**
- **Review Your Records--With A Senior Officer**
- **Assure information in SURF is correct & current**

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Take Care of Your Career/Record

- Academic Degrees
- AFSCs, Primary and Duty
- Duty History
- Duty Titles
- Security Clearance
- OPRs



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Conditional Reserve Status

- **CRS - rules are changing**
 - **Currently holding CRS boards**
 - **Important date is 1 May 06**



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Top 10 Ways to Avoid Promotion

- 1. Fail to do your current job!!!**
- 2. Receive formal disciplinary action**
- 3. Don't do PME**
- 4. Focus on your career, not on the mission**
- 5. Do just enough to get by**
- 6. Fail to meet AF standards**
- 7. Do not get advanced degree**
- 8. Mentor only yourself**
- 9. Provide no input for OPR/PRF**
- 10. Homestead**

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Boards, Records, & Promotions

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Whole Person Concept

FACTOR:

- Performance
- Professional Qualities
- Leadership
- Job Responsibility
- Depth & Breadth
- Specific Achievement
- Education

EVALUATE:

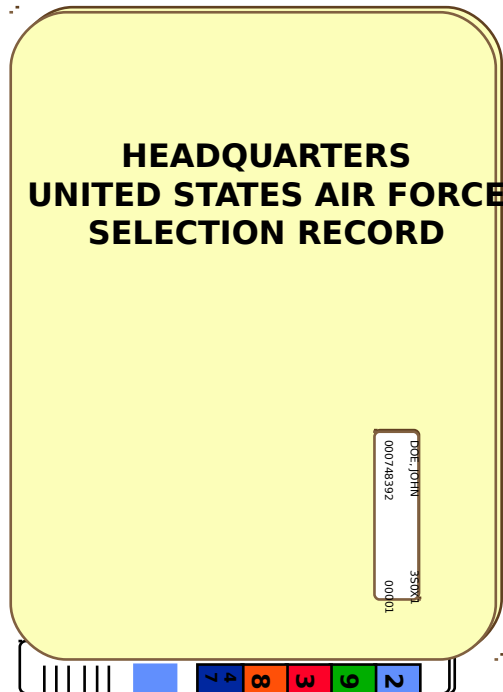
- PRFs/OPRs/TRs
- Expertise Within Specialty
- Command/Staff
- Scope/Exposure
- Where/What/When?
- Awards/Decorations/OPRs
- Level/Utilization

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Selection Record



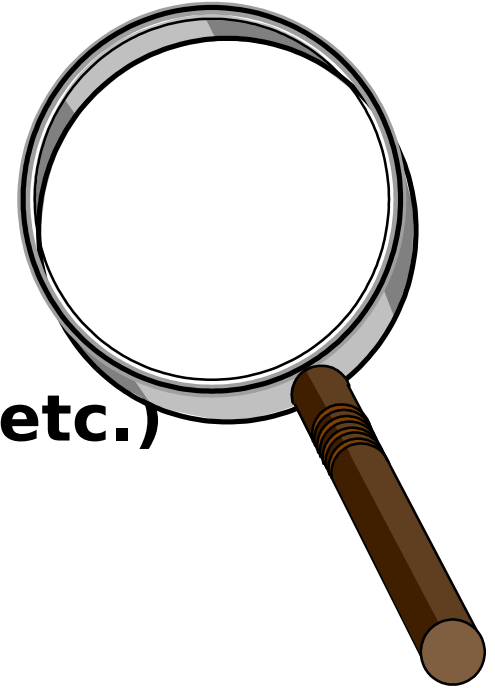
- **Promotion Recommendation Form**
- **Record of Performance**
 - Training Reports
 - OPRs
- **Court Martial / Article 15 / LOR**
- **Citation for Approved Decorations**
- **Selection Brief**
- **Letter to Board**



Board Preparation

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- **Personnel Record up-to-date ?**
- **Appropriate PME ?**
- **Selection Brief Correct ?**
- **OPRS:**
 - **Objective statements ??? (%,\$,etc.)**
 - **Specific Assignment Potential ?**
 - **Reflect Career Development ?**
- **Further information available at AFPC website:**



<http://www.afpc.randolph.af.mil/offprom/>



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Records Review

HQ AFPC/DPPBRI

Attention: Review by mail

550 C Street West, Suite 5

Randolph AFB, Texas 78150-4707

DSN 665-2371, or e-mail

Records.Review@randolph.af.mil

Need to specify whether requesting current record or how it was when it met a specific promotion board (As Met)

<http://www.afpc.randolph.af.mil/sbs/SBSMain/Pages/SBSIntro.asp>

Requests by fax: DSN 665-2421

Include:

Name

SS#

Mailing address

Signature



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Officer Selection Video

- **Air Force selection board secretariat has produced an educational video regarding the promotion process**
- **[http://www.afpc.randolph.af.mil/sbs/Instruction/
Page/InstructionalVideo.asp](http://www.afpc.randolph.af.mil/sbs/Instruction/Page/InstructionalVideo.asp)**



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CY04 PROMOTION OPPORTUNITIES (IPZ)

<u>CORPS</u>	<u>MAJ OR</u>	<u>LT COL</u>	<u>COL</u>
MC	100%	100%	70%
DC	100%	100%	70%
MSC	95%	80%	55%
BSC	90%	65%	50%
NC	80%	60%	40%
LINE	90/95%	75%	55%

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Professional Military Education

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Three Levels of Developmental Education

- **Basic Developmental Education (BDE)...SOS**
- **Intermediate Developmental Education (IDE)
...ACSC**
- **Senior Developmental Education (SDE)...AWC**
- **Specific Credit for AAD is Currently in
Review**

***PME....Just Do
It!***

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WEB SITE ADDRESSES

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- **General Personnel Information:**

<http://www.afpc.randolph.af.mil>

- **BSC Specific Assignment Information:**

<http://www.afpc.randolph.af.mil/medical/bsc/>

- **Air Force Medical Services (AFMS):**

<http://www.airforcemedicine.afms.mil/>

- **BSC Home Page:**

<https://kx.afms.mil/bsc>

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